



Rhode Island Nurses Institute Middle College
February 26th, 2016
Meeting Minutes

The Open Session of the Rhode Island Nurses Institute Middle College was called to order at 8:35 am on the above date at 150 Washington Street, Providence, RI, pursuant to the applicable provisions of the Open Meetings Act, so called other APPLICABLE SECTIONS OF THE General Laws of the state of the Rhode Island as amended.

Board Members Present: Donna Policastro, Nancy McMahon, Jane Williams, Angela Patterson, Gerald Williams, Jody Jencks, Mary Sullivan, Julian Drix

Excused: Charles Alexandre, Christine Rei, Kimberly Bissell

Staff Present: Pamela McCue, CEO, Mike Abney, CFO, Keith Oliveira, COO, Colleen Hitchings

Guests: Carlton Bradshaw

1. Call to Order

Meeting was called to order at 8:30 a.m. by Donna Policastro. A quorum was established.

2. Discussion/vote to approve January 15, 2016 meeting minutes.

On motion by Dr Williams, seconded by Ms. McMahon, the present board members unanimously voted to accept the minutes of January 15, 2016.

3. Discussion/Vote to approve agenda and disclosure of any conflicts of interest

Chair Policastro requested a declaration of any member of the board that had a conflict of interest with any of the agenda items. No board members declared a conflict of interest. On motion of Ms. Paterson, seconded by Ms. McMahon, the present board members unanimously voted to approve the agenda as is.

4. Open Public Comment

Chair Policastro asked if there was anyone present who would like to provide comment to the board. None provided.

5. Chair's Report

Chair Policastro informed the board that RI Monthly plans on funding a RINI MC scholarship again for next year. This year, RINIMC was awarded \$3000 for graduating students whose intent is to pursue a BSN. This will be presented during the graduation ceremony. Chair Policastro stated the criteria for this scholarship needs to be established and staff should begin this work.

6. Administrative Reports

i. CEO Report

Ms. McCue informed the board that there are several “financial-related unknowns” regarding funding of charter schools that the board needs to be made aware of. Mrs. McCue articulated 5 distinct challenges

1. **Funding Formula**-The Governor proposed in her budget a change in the education funding formula that would result in RINIMC receiving \$355 less per student per year than under the current formula. This was a bigger cut than was previously anticipated and could be a net loss of \$89,000 annually. The budget is now in the hands of the General Assembly for debate. It has been well publicized that several General Assembly members are sympathetic to the public school districts financial concerns over funding of mayoral academies and charter schools. Therefore, Ms. McCue cautioned the board that the cuts in funding could be bigger than what the Governor proposed.
2. **Reorganization**-Next year RINIMC will be adding a 9th grade as part of the planned transformation from a 10-12th plus model to a 9-12th grade model. It will take two years before the 12th plus grade has been phased out with all students graduating by 12th grade. RINI will not receive district funds for 12th plus students during this transformation and is still capped at a total of 272 students. We anticipate at least 58 students will be completing their 12th plus year during the 2016-2017 academic year. This reorganization impacts the number of teacher FTEs needed for the next academic year.
3. **District Non-Payment**-RINIMC is still owed money from at least four districts that have refused to pay for students in the 12th plus year. This totals to over \$200,000.00
4. **Student Enrollment down**-RINIMC is currently down in enrollment by 81 students from our cap of 272 students. We are not enrolling anymore students in the 12 grade for the remainder of the year due to the transformation of the model and planned phase out of the 12th plus year. Therefore the budgeted income from student enrollment will be less than projected in this academic year’s budget.
5. **Relocate to one Building**- RINIMC is consolidating its program into one physical address at 150 Washington Street. This will provide more square footage than what we currently have with the two buildings combined and better overall for the school community and program of study to remain in one building. This change will increase our monthly lease and there will be some minor construction that will need to be done over the summer to accommodate our program. We have not received the final numbers as to how much this will be from our land lord.

Mrs. McCue informed the board that these very real “unknowns and challenges” have prompted her to make recommendations to the Board for non-renewal for all non-tenured teachers that will be discussed later on the agenda.

Mrs. McCue informed the board that there is some good news as well.

- RINIM has been approved as a career tech program and with this approval comes additional per pupil funding. Dr Williams inquired if this career tech funding will

make up or offset the loss in formula funding. Ms. McCue responded that we do not know exactly how much the per pupil CTE funding will be at this time.

- The Open Houses held to recruit new students (9th and 10th graders) were well attended and we have well over 200 applications for only 120 new students slots.

ii. Finance Report

Mike Abney informed the board that due to the lower student enrollment, the income projected in the budget will not be met. The end of year projections result in a positive bottom line of only around \$5000, much lower than the 20,000 projected. Fiscal constraints have been put in place to prevent a deficit at the end of year, however it could be very close.

7. Fundraising Committee Report

Angela Patterson reported to the board that the fundraising committee has met and is working on

May 4th Fundraiser at Via Roma

Tickets are \$50 dollars

There will be a silent auction

Sponsorship opportunities are available Bronze \$250-includes 2 tickets; Silver \$500-includes

4 tickets and Gold \$1000-included 6 tickets.

Money raised will be for college scholarships to graduating students

Board members are encouraged to request their organizations to sponsor the event and donate/obtain silent auction items

Annual Campaign

Highlight student stories

Solicit a “Pay it Forward” to all licensed nurses and health care providers

Include electronic and snail mail solicitation

8. Convene Executive Session pursuant to R.I.G.L 42-46-5(a) (1). Discussions of job performance/character of a person or persons: discussions of Administrations’ recommendation to not renew non-tenured teacher’s contract for the 2016-2017 school year.

Chair Policastro informed the board that all members affected pertain to this agenda item have been notified in writing and in advised that they may require that the discussion be held in open session.

- On motion of Dr. Williams, seconded by Ms. MacMahon, the present board members unanimously voted to convene into executive session at 9:00am.
- Chair Policastro called the Open Session back to order at 10:00am.

9. Vote to seal minutes of Executive Session

On Motion of Jody Jencks, seconded by Angela Patterson, the present board members unanimously voted to keep confidential all matters in the Executive Session and to seal the minutes.

10. New Business

i. Vote/Discussion on recommendation on non-renewal non-tenured teachers' contract-Carlton Bradshaw

Ms. McCue invited Mr. Bradshaw to address the board. Mr. Bradshaw introduced himself as a literacy specialist for RINI Middle College for a little over 2 years. He informed them that he started out part time (his preference) and is currently a .8 FTE. He explained that he wanted to understand the process of non-renewal and speak on his own behalf. He mentioned that although he had received a non-renewal letter before at a previous district, he never attended the school committee meeting to understand the process and that a union representative had attended. He informed the board that he enjoyed working at RINI and that the need was so great for his specialty.

Chair Policastro thanked him for his comments.

ii. Vote regarding Administrations' recommendation to not renew non-tenured teachers' contract for the 2016-2017 school year

Ms. McCue informed the board she has not recommended to the board in the past that all non-tenured teachers receive a non-renewal letter prior to March 1st, however this year has provided unique circumstances. Ms. McCue stated that most public school districts (including charter schools) routinely issue these non-renewal notifications to all non-tenured teaching staff. She informed that board that her recommendation to the board for all non-tenured teachers is based on the challenges that she articulated in her CEO report. Ms. McCue also stated that she was hopeful that most of these non-renewals would be rescinded when the budget for the new academic year is proposed and passed by the board.

Julian Drix asked if the teacher were union members, would they receive these non-renewals. Chair Policastro informed Mr. Drix, that yes, it is common practice including union members.

On motion of Angela Patterson, seconded by Jody Jenks, the following non-tenured teaching positions would not be renewed:

2FTE Guidance Counselors, 1 FTE ELL, 1 FTE ELA, 1 FTE Health, .8 FTE Literacy Specialists, 3 FTE Mathematics, 1 FTE Math Coach, 1 FTE PBGR Coordinator, 2 FTE Science, 2 FTE Social Studies, 1 FTE Spanish

Chair Policastro called a roll call

Angela Patterson-Yes; Jody Jencks-Yes; Jane Williams-Yes; Nancy McMahon-Yes; Gerald Williams-Yes; Mary Sullivan-Yes; Julian Drix-Abstain; Donna Policastro-Yes
The motion was approved.

iii. Discussion/Vote for appointment of members to the following committees

- i. Fundraising committee
- ii. Fiancé committee
- iii. Bylaws committee

On motion of Jody Jencks, seconded by Angela Patterson, the present board members unanimously voted to table this agenda item (s) and defer to the next meeting.

11. Announcements for the good and welfare of the organization

Ms. McCue informed the board that she wanted to publicly recognize the outstanding work that Colleen Hitchings has done in her role as Chief Academic Officer of the school. Chair Policastro congratulated Mrs. Hitchings.

12. Adjournment

On motion of Nancy McMahon, Angela Patterson, it was unanimously voted to adjourn at 10:30 a.m.